

Teamster Leadership Needed in Tough Economy

**Soaring gas prices.
A sinking economy.
Our union can shield us
in tough times.
But only if our leaders
plan ahead.**

High prices are killing working Teamsters at the pump and in the grocery store. In times like these, a union benefit like a cost of living increase (COLA) makes a real difference.

But incredibly, the International Union failed to bargain a COLA raise for 2008 in both the UPS and freight contracts.

The COLA raise that wasn't will cost freight and UPS Teamsters nearly \$2,000 a piece over the life of the new contracts. (See story, page 5).

Soaring gas prices top the headlines every day. But somehow our negotiators didn't get the news. Or did they? Hoffa got a \$12,500 COLA raise this year.

UPS and the freight carriers protect themselves with a fuel surcharge. But working Teamsters get no inflation protection in 2008.

This missed opportunity is an example of the difference our union can make in our lives—and the price we pay when our top officers fail to plan ahead.

Teamster Pension Crisis

The pension crisis is another example where our union leadership was caught on its heels at the expense of working Teamsters.

No one could have predicted 9/11 or the big hit our pension funds would take because of the plummeting stock market.

But we can hold our International Union leaders accountable for their failure to respond to that crisis with a proactive plan to protect our benefits.

Experts warned the Hoffa administration that Teamster pension funds would be in trouble if our union failed to bargain enough contributions into the 2002 and 2003 master contracts.

Those warnings were hidden from the members and hundreds of thousands of Teamsters have been hit with pension cuts.

The corporations were not caught on their heels. UPS and other Teamster employers launched a legislative assault on defined benefit pension plans. With no pro-active plan of their own, the Hoffa administration got behind the employer-backed Pension Protection Act.

By the time our union jumped off the bandwagon at the last minute, it was too late. The Pension Protection Act passed and the result has been a new round of pension freezes and cuts. (See story on page 7.)

UTILITY EMPLOYEES

USF Glen Moore
\$14
CASUALS

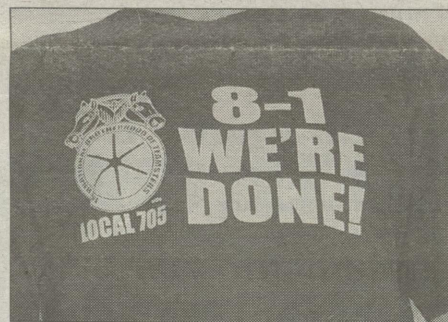
Freight Teamsters Face New Challenges

This is going to be a year of change for freight Teamsters. How can we prepare to deal with utility employees, Glen Moore line haul, and \$14 casuals? **Page 9**



\$18 Million Lost in Local 804 Health Fund

UPS Teamsters in New York uncovered that their local health fund lost \$18 million under the 2002 contract. Will the healthcare of Local 804 members and retirees be protected under the new contract? **Page 6**



UPS Contract Talks Underway in Chicago

Local 705 has entered bargaining on a new contract covering more than 10,000 UPSers in the Chicago area. **Page 5**



How We Got the Pension Protection Act

The new pension law that is cutting and freezing members' pensions got its start when UPS and Hoffa administration teamed up in 2005. **Page 7**

Protecting Jobs in a Struggling Economy

The economy is sputtering and nowhere more than in the U.S. car industry, where the crisis is putting Teamster carhaul jobs at risk.

Once again, our International developed no clear union response to a protracted crisis.

Last year, the Hoffa administration threw its support behind a takeover bid of the largest Teamster carhaul company by billionaire Ron Burkle—a move that produced a 17.5 percent wage cut for Allied Teamsters.

Our union finally made a stand this month. When another carhaul company, PTS, forced through

wage concessions in bankruptcy court, our union called a strike and forced PTS out of business.

The strike could be a success if if the union successfully presses the shippers to transfer the work to union carriers, and if the union protects the rights of all carhauleders in the transfer process.

As we go to press, the outcome is in doubt. Nonunion carriers have picked up some Teamster traffic, even in Detroit, the heart of the industry and Hoffa's hometown.

Times are tough. So are Teamsters. We need our union to help us weather the storm by planning ahead, not failing to plan.

Letters From Our Members

Drivers Strike Around the World



Rising fuel prices have triggered strikes by truck drivers around the world: drivers blockaded the highways in Britain (left) and Spain (upper right). As *Convoy* goes to press, the Korean Cargo Transport Workers Union (lower right) is on indefinite strike.

TDU Keeps Us Going

We all get a bit down at times and TDU is what brings us back up and keeps us going. Thanks for all that you do.

I am also encouraged by the style of the articles in *Convoy*. The point always is to educate and bring folks along, not to dictate to folks what they should think.

Well, we'd all like to see the changes come along faster—but it will only happen when the members get active. I'm enclosing a donation for all that you do.

Bob Ream

Local 150, General Produce
Sacramento, Calif.

Proud to be TDU

I am going to retire from Yellow Transportation in July of this year. However, I am not retiring from TDU.

I believe strongly in what TDU has done for all Teamsters. We need a watchdog organization within the union—nowadays, more than ever.

My message to all “troublemakers”: wear your badge with honor, be proud to be a Teamster, but—most of all—be proud to be associated with TDU.

Hector Canales
Local 406, Yellow
Zeeland, Mich.

P.S. Enclosed is a small donation for our very worthwhile organization. Thanks again.

No Respect at Allied

When Zuckerman came to Local 355 to present the Allied bankruptcy plan, a friend of mine, who has been a car hauler for almost as long as I have, agreed with me when I said this was the beginning of the end of our contract as we know it. We both realized that the plan would basically open the doors for all the companies to ask for the same concessions.

We both said that Allied didn't deserve to stay in business—and let the chips fall where they may as to the future of our jobs and this terrible company. It just wasn't worth ruining the contract. We were in the 48 percent that voted No.

I remember the contract where the companies first asked for “frozen rate” on back hauls that were not competitive loads. They said that it would only last until the economy got better, then they would reopen negotiations on frozen rate and bring it back to where it originally was. That never happened, and it took three more contracts to get any increase at all on the frozen rate.

To stop this effort to ruin our contract, I personally think that we should just freeze everything as it is for two years and then negotiate a decent contract.

You would think that when your workers voted to allow a company to stay in business through wage cuts, the company would appreciate what the men did and treat them with a little more respect. Not Allied. After the deal was approved and implemented the harassment and aggravation increased. Maybe this only happened at my terminal, but I doubt it!

Rocky Eshelman
Allied, Local 355
Baltimore

TDU International Steering Committee

Co-Chairs:

Frank Halstead, Los Angeles Local 572
Sandy Pope, New York Local 805
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Gary Brooks, Chicago Local 705
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Dan Campbell, Milwaukee Local 200
Duke Clark, Chicago Local 726
Nichele Fulmore, North Carolina Local 391
Toni Jackson, Memphis Local 667
Stefan Ostrach, Oregon Local 206
Rick Sather, Minneapolis Local 638
Walter Taylor, New York Local 814

Alternates:

Alex Tenchavez, Los Angeles Local 396
Hugh Sawyer, BLET Div. 316
Jim Reynolds, New York Local 804

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

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E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2007 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, “flexible” work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Carhaul: Protecting Our Future

As *Convoy* goes to press in mid-June, the employers and the International are near to announcing a tentative agreement, which the members can review and vote on. It's time for members to get informed to make some serious decisions.

At the same time, PTS has exited the game, with some 1,300 PTS drivers, mechanics, yard and office Teamsters looking for union backing to follow their work to the carriers that acquire it.

The other employers have benefited from the PTS closure, each of them picking up more business in a downsized auto industry.

Aftermath of PTS Strike

The PTS strike was aimed at putting a sick company out of its misery, and putting its Teamsters employees to work at healthier union carriers.

It will be a success if the union successfully presses the shippers to transfer all, or nearly all, the work to union carriers, and if the union protects the rights of

When we give concessions, it's usually a hard road to win them back later.

all car haulers in the transfer process.

As we go to press, the national grievance panel is meeting near Detroit, where some cases of seniority have been settled and some others deadlocked, regarding 15 former PTS locations.

The union needs to insist that the carriers gaining traffic respect the contract, and allow the former PTS Teamsters to follow their work.

With the contract open, the union has plenty of leverage to win a fair shake for the PTS Teamsters who were called out on strike, and all other car haulers. All it will take is the will to do it.

Meanwhile, nonunion outfits such as United Road Service, Accurate Auto and TransLogic are hauling some of the PTS traffic.

Contract Decision Up to Members

There will soon be a proposed tentative contract for members to consider. Negotiations have been conducted in secret, but some outlines of it are known.

The pension and health and welfare money will be the same as in the freight contract (\$1 per hour per year).

No one expects wage improvements, and carhaul director Fred Zuckerman has promised members in a number of meetings there will not be wage concessions.



The problem may be in concessions on job protections and changes that would allow the companies to play one local against another. Members may be willing to make some changes, but when we give concessions, it's usually a hard road to win them back later.

Overwhelmingly, we have heard from

members that at this terrible time to be bargaining in the auto industry, and therefore we should agree to a short term contract, such as two years, which would then expire when Allied's concession deal expires.

Now is the time to protect our jobs and our future.

Unity Delivers for Local 580 PTS Teamsters

"We knew our jobs were on the line. We kicked our organizing into high gear and got over 50 Lansing PTS Teamsters to the carhaul panel where our jobs and seniority would be decided. Our solidarity prevailed. The union backed us and we kept our seniority rights as the work moved to Jack Cooper. It shows what real union unity can deliver."

Mike Heath, Local 580, Lansing, Mich.

Takeover Bid Brews Trouble for Anheuser-Busch Teamsters

Bud Teamsters are worried about the future of their jobs as a beverage giant InBev makes a \$46 billion takeover bid.

As *Convoy* goes to press, Teamster members at Anheuser-Busch are worried about the future of their jobs after Belgian beer giant InBev announced its plans for a takeover on June 11.

Anheuser-Busch is the largest beer maker in the United States. InBev and A-B are two of the four largest brewers in the world—and together they would be the biggest, by far.

InBev already owns the Canadian brewer Labatt's, another Teamster employer.

Local 1149 member Katie Brucher says members are worried about their jobs: "InBev doesn't have a good reputation. They buy companies and then put the burden on their new employees to pay off all the debt they take on."

"We don't want to give up our working conditions or our benefits for them." Brucher is a skilled-trades Teamster at

AB's Baldwinsville, N.Y. brewery.

Industry analysts agree: Ann Gilpin, an analyst for Morningstar, calls the people who run InBev "a bunch of machete-wielding investment bankers who go around and cut costs wherever they can."

Takeover Likely?

The takeover drew high-level criticism almost as soon as it was announced. Both of Missouri's U.S. Senators and the state's governor expressed concern over the deal. One Senator is asking the Justice Department to scrutinize the deal.

But anti-trust law probably can't block the takeover, since most of InBev's market is outside of the U.S.

InBev is offering \$65 a share, and many shareholders are likely to take the deal. A-B stocks were trading at only \$58.35 before InBev announced the

"InBev doesn't have a good reputation. They buy companies and then put the burden on their new employees to pay off all the debt they take on."

"We have to hold the line to protect our jobs and our benefits—and to save the pride in what we brew."

**Katie Brucher, Anheuser-Busch
Local 1149, Baldwinsville, N.Y.**



move.

The founding Busch family still runs the company, but they only own 3.5 percent of the company's stock—not nearly enough to stop a takeover. Billionaire investor Warren Buffet, who owns 5 percent of A-B, has endorsed the deal.

New Contract in 2009

Talks for the next contract at Anheuser-Busch start next year. If the takeover goes through, that could give InBev a chance to go after our Teamster wages, pensions and benefits if members

are not organized and prepared.

"It's up to us to stop corporate greed," Brucher said. "We have to get ready now to hold the line to protect our jobs and our benefits—and to save the pride we have in what we brew."

Now is the time for members to get informed and organized, and Teamsters for a Democratic Union can help.

TDU sponsors workshops on how to get members involved in winning a strong contract.

Contact us for advice on how to get other members involved in the union, or to set up a workshop in your local.

UPSPAC and Your Rights

UPS recently sent a mailing to Teamster members to try to get us to donate to UPSPAC, the political arm of the corporation.

Before you give any of your hard-earned cash, you should know that UPSPAC will use that money to undermine your pension security, health and safety rights, and other worker protections.

Here are just a few lowlights from UPS's recent political action priorities.

Attacking Our Pensions

UPS was one of the main forces behind the misnamed Pension Protection Act. UPS failed in its effort to win the right to cut the pensions of employees who have already retired!

But the company did succeed in passing the law as a whole. The result has been pension freezes and benefit cuts for Teamsters across the country. (See *Pension Protection Act: Delivered by UPS* on page 7.)

Undermining Worker Safety

Experts credit UPS and its PAC money with killing the most important new worker safety regulations in decades.

UPS led the charge against an initia-

tive by the Occupational Safety and Health Administration that would have required companies to reduce back, shoulder and knee injuries and other musculoskeletal disorders.

OSHA's ergonomics standard would have required companies like UPS to reduce hazards that cause injuries.

UPS complained that reducing injuries would be too costly. In a filing with the SEC, UPS admitted that, "Our competitor would have incurred proportionately comparable costs." But the company opposed the rule anyway, saying that to reduce injuries UPS would have to "hire additional full-time and part-time employees."

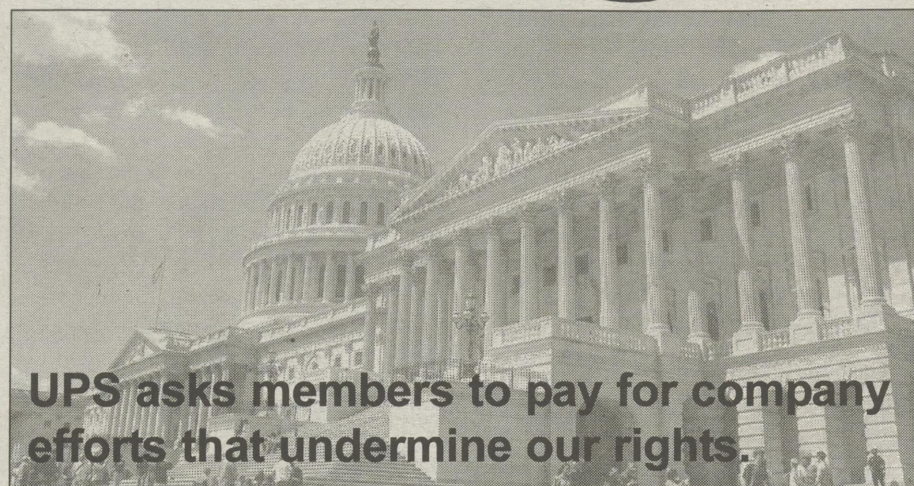
President Bush subsequently repealed the ergonomics standard.

Buying the Right to Not Pay Teamsters

In the summer of 2006, UPS tried to change California wage and hour laws to avoid a lawsuit over the company's practice of forcing employees to work off the clock.

The company successfully got the legislature to pass a bill—specifically designed for UPS—that gave unionized transportation companies an exemption from the state's pro-worker laws governing breaks.

Fortunately, UPS's bill was vetoed by



UPS asks members to pay for company efforts that undermine our rights.

the Governor. California drivers subsequently won an \$87 million wage and hour settlement against UPS for violations committed under the law the company was trying to gut.

All Evil All the Time?

UPSPAC does support a few legislative changes that working Teamsters can get behind—and of course those are the ones the company highlights in its propaganda aimed at members.

For example, UPS is working in Congress to stop FedEx's abuses of independent contractors and to strip FedEx of its special status under the Railway Act—which, among other things, makes FedEx

more difficult for the Teamsters to organize.

But UPS Teamsters who want to help take on FedEx don't have to give money to UPSPAC. The Teamster political action committee, DRIVE, is active on these same issues.

A recent study reported in the *New York Times* found that UPS donates PAC money to more Congressional candidates than any other corporation. The same study found that corporations that spread their money around to many Congressional candidates get the most benefit.

That's good news for UPS's corporate agenda and bad news for our pensions and workplace rights.

Crossing the Line on Safety Quizzes

When it comes to safety audits, some UPS managers are not following proper methods.

By now, most drivers are familiar with UPS's pop quizzes on the 10-Point Commentary and other company safety-speak.

The company has decided it's not enough for drivers to work safely and follow proper methods.

They want us to recite their methods word-for-word like Big Brown parrots.

The company can make us play the game, but there are limits. And some managers are stepping over the line.

Heavy-Handed Tactics

A supervisor at a north Georgia center recently told package car drivers at a PCM that it is a "condition of employment" to know the company's safety tips by heart. The supervisor said it was a member's responsibility to study the rules on their own time.

Atlanta Local 728 shop steward Matt Higdon correctly pointed out that while the rules may be good to know, they are

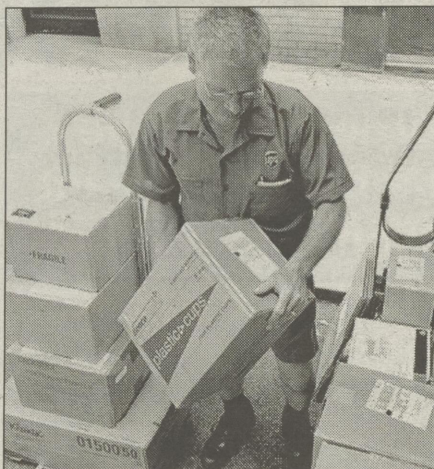
not a condition of employment. UPS can't make us study them on our own time and UPS is not permitted to discipline drivers for their performance on a safety quiz.

Later, when Higdon couldn't answer a question during a safety audit, management threatened to discipline him on false charges of refusing to answer the question. No disciplinary action was taken, but Higdon was scheduled for daily "tutoring" sessions on the clock.

Instead of filing a grievance for being singled out, Higdon got other members involved.

A group of drivers started talking up the issue and prepared to tell management they wanted the same opportunity to get paid safety training.

Management abruptly cut off Higdon's classes. But the drivers in his center are prepared to request equal access to safety training at overtime pay if other members are singled out in the



Our contract is on our side on this issue—but it's up to us to use it.

future.

"Management should know that these kinds of heavy-handed tactics turn people off," Higdon said. "Sticking together as a group is the best way to send them that message."

Know Your Rights

Promoting safety is one thing. Using safety quizzes as a cover to harass drivers is another.

In a few cases, UPS has even tried to take drivers out of service without pay

based on their performance on a safety quiz. This is completely against the contract.

To make sure our managers don't cross the line, we need to know our rights—and spread the word to other UPS Teamsters.

The company can require you to participate in safety audits, complete quizzes, and even study their safety tips. Do not refuse to answer questions. Do not tell management that you refuse to learn the rules.

UPS cannot force you to study safety materials or answer safety quizzes on your own time. You have the right to be paid for any time you are directed to review materials or answer tests. Insist on your right to be paid and back it up with a grievance if necessary.

Under the contract, UPS does not have the right to discipline you for answering questions incorrectly. In the unlikely event that this happens, file a grievance immediately for discipline without just cause.

Our contract is on our side on this issue. It's up to us to use it.

Contact Teamsters for a Democratic Union for more information or assistance in enforcing your rights.

No Cost of Living Raise for UPS Teamsters

All UPS Teamsters will be missing something this summer: a cost of living raise of 15¢ per hour.

Gasoline and food prices are skyrocketing. Inflation, as measured by the Consumer Price Index (CPI-W), went up 4.5 percent from May 2007 to May 2008. This is the period used in Article 33 of our contract.

When that index goes over three percent, we are supposed to get a cost of living adjustment (COLA).

Calculations by Teamsters for a Democratic Union (TDU) show that the Article 33 formula should give us a 15¢ additional raise, due to the high cost of living.

Instead, our negotiators left this year's COLA out of the early contract deal. It

will be in effect for 2009, if inflation continues to run high.

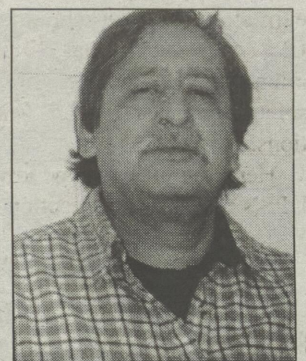
Curiously, DHL Teamsters did get a COLA raise this year.

While 15¢ is not a lot, look at this way. For a full-timer who averages 46.6 hours per week, that would be \$390 this year, and \$1,950 over the life of the contract. That would fill your tank a few times.

Look at it another way: a full-time UPSer who gets a 70¢ raise (with half of it delayed until February 2009) will be getting a 2.5 percent raise, but prices have gone up 4.5 percent. Thus we lost two percent, or 57¢ per hour, in buying power. A 15¢ COLA raise would have at

"The price of gas is more than four bucks a gallon. A COLA raise sure would come in handy here in Los Angeles. Instead, UPSers get no COLA—just a measly 35 cents on Aug 1. Hoffa got a fat COLA raise of more than \$12,000 this year. Why did he leave UPS Teamsters in the cold?"

**Edwin Sanchez, UPS
Local 396, Los Angeles**



least softened that loss to our standard of living.

Most of us don't think about how important a cost of living clause is until inflation bites us in the wallet. We need to plan ahead and get a much better cost of living clause in our next contract.

Who has such a clause? Our International Union officials do! They get

a full 4.5 percent COLA raise this July. James Hoffa's salary of \$277,777 will go up \$12,500 due to that COLA adjustment. And he gets a "housing allowance" and other bonuses and perks which add \$135,457 to that amount, putting him well over \$400,000 a year.

Maybe that's why he forgot to take care of that 15¢ COLA for us.

UPS Contract Talks Underway in Chicago

Chicago Local 705 has entered bargaining with UPS on a new contract covering more than 10,000 Teamsters in the Chicago area. The Local 705 UPS contract is independent of the national agreement. Local 705 Teamsters are currently operating under the 2002 contract, which expires on Aug 1.

The local's bargaining committee includes nearly 20 rank-and-file UPS Teamsters, with members from every classification.

The company is seeking the same concessions they won in the national contract last year on full-time job creation, excessive overtime, supervisors working, and part-time benefits—as well as some give-back demands especially tailored for Local 705.

UPS also wants to eliminate Local 705's right to strike when the company does not comply with grievance decisions.

The union successfully used a strike threat last year to force UPS to create more than 200 package car and part-time jobs and to curb supervisors working violations.

Management has also proposed a series of language changes designed to weaken local language where the union has prevailed on issues in arbitration.

Full Time Job Creation

Creating new jobs and strengthening contract language are priority issues for the union.

Local 705 is demanding that UPS pre-

serve the full-time combo jobs created by the 1997 and 2002 contracts and create 500 more combo jobs over the life of the new agreement.

The union also wants to put an end to subcontracting in the cross-town operation by requiring all those runs to be performed by Local 705 members—a move that would create hundreds of new Teamster jobs.

Creating new jobs and strengthening contract language are priority issues for the union.

UPS has not turned over its economic proposals. Local 705's proposals do not include the split wage increase that was in the national contract. The union has proposals on the table for UPS to raise starting pay for part-timers and increase in the minimum guarantee to four hours a day.

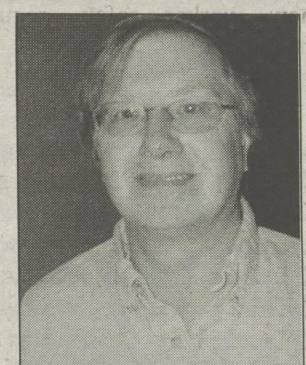
"High gas prices are affecting everybody—especially part-timers. Their wages are getting eaten up by the cost of the commute," said Craig Karnia, a package car steward and member of the negotiating committee. "UPS has been making fat profits off our backs for years. Members say it's time for them to share the wealth."

Local 705 is making both the union and company proposals available to the members in their entirety on the Local 705 website. For more information, go to www.teamsterslocal705.org

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"UPS has been making fat profits off our backs for years. Members say it's time for them to share the wealth."

**Craig Karnia, UPS
Local 705, Chicago**



Part-Timers in L.A. Demand Money for Unpaid Breaks

UPS is violating the rights of part-timers in Southern California to get breaks in their fourth and fifth hours—or to get paid for unused break time.

Now, concerned Local 396 UPSers are taking action to enforce members' rights.

The Southwest Sort Rider gives part-time employees the right to a ten-minute rest break during their 3.5 hour shift—and an additional five minute break after their fourth hour and fifth hour on the job (Section 11 – Rest Breaks).

UPS either has to give Teamsters these breaks, combine them with their 10-minute break or pay them for their time. Since UPS never wants to interrupt the operation, the language has historically meant an extra 10-minute's pay for part-timers who work a five-hour shift.

Teamsters at the Cerritos hub in Los Angeles say the company has systemati-

cally not paid members for their unused breaks.

This affects hundreds of Teamsters in that hub alone—and they suspect the problem is happening at other facilities.

Local 396 shop steward Lawrence Cruz has started distributing a leaflet to inform part-timers about their right to be paid for additional breaks—and other contractual rights.

Cruz also filed a class action grievance on behalf of all affected members who are not being properly paid.

"We need to make UPS pay for all the violations, not just individual claims. Our union has got to stand up for everyone and give UPS a financial incentive to stop violating members' rights," Cruz said.

Last year, UPS settled a wage and hour lawsuit by drivers in California for \$87 million.

Massive Losses in Local 804 Health Fund

The Local 804 health trust lost nearly \$18 million under the 2002 UPS contract. Will the money negotiated in the new contract be enough to protect the healthcare benefits of Local 804 members and retirees—without cuts, hikes in co-pays or more diversions of funds?

A report by Local 804 members reveals that the union's health fund lost nearly \$18 million from 2003 to 2007. During that time, the fund lost 55 percent of its assets. Local officials diverted millions of dollars to the local's pension plan and hiked members' co-pays.

Now members are asking what the new contract will mean for the health fund and their benefits.

This crisis in the health fund was brought to light by *Local 804 Members United*, a network of UPS Teamsters in the New York local who work together to defend their contract and benefits.

Local 804 members reviewed the fund's financial documents through 2007—the most recent year that the plan's financial records are publicly available. The fund's own records revealed that the money allocated under the 2002 UPS contract was not enough to cover members' healthcare costs. For years, the fund spent down its reserves to make up for the shortfall.

With the health fund already in trouble and losses topping \$6 million, Local 804 officials voted with UPS to cut the company's contributions to the fund. Over the next year, UPS's healthcare payments were reduced and millions were diverted from the health fund to the pension fund.

Starved for contributions, the health fund lost a whopping \$11.3 million in two years. Local 804 members were never told a word.

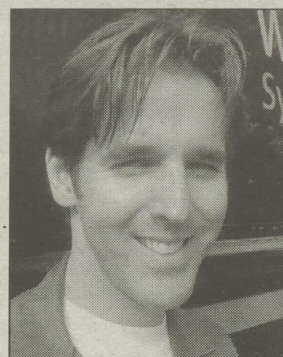
"It's totally irresponsible how they let these reserves disappear," said Pete Mastrandrea, a Local 804 feeder driver. "It's inexcusable how they've managed these funds and they need to answer to the membership for it."

Information Brownout

By June 2007, the Local 804 Health Fund had lost nearly \$18 million and negotiations on a new UPS contract were underway.

The negotiations gave the union the

I'll Be There: TDU Convention Oct. 24-26, Cleveland



"In the last year Local 804 members have defeated pension cuts, beaten givebacks, and won more rights. The education we got from TDU helped make that happen—TDU's workshops are the best I've seen in our union."

**Liam Russertt, UPS Steward
Local 804, New York**

opportunity to make UPS pony up the money the health fund would need to protect members' benefits and beef up the fund's depleted reserves.

Local 804 officials voted with UPS to hike members' co-pays while the new contract was still being negotiated.

"It's unprecedented to make givebacks like that in the middle of bargaining," Mastrandrea said.

When the contract came to a vote, Local 804 members showed they were ready to take on the company to defend their benefits. Members mobilized to reject the company's first contract offer over the objections of both management and the local executive board.

As a result, members won a better deal that included record pension money. But unaware of the extent of the damage to the Health Fund, members approved a

new contract that included just a 30¢ an hour increase into the medical plan in the first year.

It remains to be seen if that will be enough to rebuild the depleted fund without raising the healthcare costs of Local 804 members or retirees—or dipping into contributions that are supposed to go into the Local 804 pension fund.

"When Local 804 members turned down the contract by three to one, that gave our negotiators leverage to make UPS put the money on the table to protect our benefits," said steward Tim Sylvester. "Our pension fund has sunk into Endangered Status and our Health Fund has lost \$18 million on this Executive Board's watch. There is no excuse if they settled short in bargaining and failed to get what they need to rebuild our benefit funds."

Local 804 Members Threaten Lawsuit:

Pension Fund Refuses to Turn Over Info

A pension attorney representing Local 804 members has warned trustees at the Local 804 Pension Fund that they are in violation of federal law for refusing to comply with members' requests for pension information.

Under the Pension Protection Act, members have the right to more financial and actuarial information from our funds—thanks to a successful lobbying

effort by Teamsters for a Democratic Union and the Pension Rights Center.

Local 804 members Bill Reynolds and Tim Sylvester have been waiting to receive the information they requested since Jan. 22. But the Fund has yet to turn over the documents or even respond to their attorney. Under the law, the Fund has 30 days to comply with their request.

The Central States Fund, the Western

Conference Fund, the Upstate New York Fund, and other Teamster pension funds have all promptly complied with information requests under the Pension Protection Act.

Under the law, courts can and will assess penalties against a fund that fails to respond to members' legitimate requests for information.

The pension fund, covering 4,000 full-time UPS Teamsters in metro New York, was rocked by a 30 percent pension cut in 2006. The pension issue led Local 804 members to reject the UPS contract last year and win a better offer that restored their pension to pre-cut levels and stopped company and union officials from eliminating 25-and-out pensions for new employees.

Trustees recently notified members that the fund is in the Yellow Zone. They have said no additional pension cuts will be necessary but have provided no information about when benefits might be improved.

Most other UPS Teamsters will get an automatic increase in their pension accrual every year during the current contract. But the accrual in Local 804 will remain frozen at the 2002 level until the trustees vote to increase it.

"Local 804 members were kept in the dark about our pension and the results were not good. Now we want to see the numbers for ourselves," said Bill Reynolds. "Will members really have to take our own Fund to court to get the pension information we're entitled to?"

www.804MembersUnited.org

- Get pension and benefits info
- Sign up for email updates
- Spread the word to other concerned members

Pension Protection Act: Brought to You by UPS

Congress said the Pension Protection Act would protect our benefits.

But that's not the case for Teamsters in Maryland, New Jersey and Western Pennsylvania dealing with pension cuts.

How did this new law get passed—and what does it mean for our pensions?

Right after the Pension Protection Act was passed in 2006, the *New York Times* warned "the new Pension Protection Act will do little to protect most Americans."

The main goal of the Pension Protection Act is to raise each fund's funding level, the amount of money they have on hand compared to the amount of benefits they expect to pay out.

The worthy goal of better funding was taken advantage of to put stringent new restrictions on funds—and to make it easier to cut members' benefits.

Under the law, funds that fall in the Yellow Zone (less than 80 percent funded) or the Red Zone (less than 65 percent funded, as well as a poor credit balance) have to develop a rehabilitation plan to get above 80 percent funding.

Funds can raise their funding level by increasing employer contributions or by cutting members' benefits. In extreme cases, funds in the Red Zone can even cut benefits that members (but not retirees) have already earned—money trustees could not touch before the new law.

Even when funds are healthy, the new law makes it less likely that they will improve benefits. Raising benefits lowers the funding level—something fund trustees are less likely to do with the threat of slipping into the Red Zone.

Coalition with Employers

The PPA got its start in 2005 when UPS and the Hoffa administration teamed up to lobby for new pension legislation.

They joined the Multiemployer Pension Protection Coalition, which included other unions and major Teamster employers like Yellow Roadway.

UPS had been gunning for years to get out of Teamster plans—and the new law aimed to get rid of the anti-cutback provision in ERISA, the Employment Retirement Income Security Act.

The IBT Legislative Director complained that, "Trustees are limited by ERISA and can only affect [cut] future accruals." The coalition wanted to get rid of the anti-cutback law so that funds could cut benefits members had already

earned, even retiree pensions!

UPS was happy to go along. In 2004, they donated \$10,000 the campaign of Ohio Republican representative John Boehner. In June 2005, Boehner introduced the Pension Protection Act.

Members Step In

"It wasn't right to pass a law that could take away what you worked all your life to earn," said Tommy Burke, a retired feeder driver in North Carolina Local 391.

"It was up to members to defend the anti-cutback part of ERISA," Burke explained. "TDU was instrumental in getting members organized nationwide."

Members organized three trips to lobby their representatives and senators, and they worked overtime to get members involved, too.

With members lobbying hard to protect their pensions, Hoffa switched his position in December 2005, and came out against letting funds cut accrued benefits.

"It was inspiring to go to Washington with so many members and retirees. But the people we met with said they only heard from Hoffa when he was pushing the original version of the bill," said Walter Taylor, a commercial mover in New York Local 814.

"It was a missed opportunity—our International Union should have filled Congress with members telling our representatives not to take away what we had already earned."

What We Accomplished

Without the backing of our union, members were not able to stop the Red Zone amendment to the Pension Protection Act. In August 2006, the new law passed Congress, and President Bush signed it into law.

But Teamster members did win some protections, thanks to their hard work. Members defeated a section of the bill that would have let funds cut benefits for retirees.

And Teamster members and TDU also successfully lobbied to get greater access to information from their funds, includ-



TDU members organized three delegations to Washington to lobby Congress against the Red Zone amendment in the Pension Protection Act.

ing actuarial valuations and financial reports.

A Corporate Attack

It's no secret that UPS and other corporations want to eliminate the pension plans that Teamster members worked decades to build and improve. The Pension Protection Act is part of that plan.

The long-term effect of the Pension Protection Act is to make multi-employer funds less attractive to members.

"What it really does is reinforce the trend of the last few years to put the burden of retirement savings on the individuals and wean them off the employers," accountant Avery E. Neumark told the *New York Times* shortly after the law was passed.

Under the new law even healthy funds will find it harder to make improvements.

Protecting Our Benefits

Thanks to the members who lobbied against the new law, Teamsters have new tools to get informed and hold our plans accountable.

"Our union won improvements to our

pensions through the 1990s, and it all started with just a few members," said Tommy Burke. "We can do it again. It starts by getting members informed and organized."

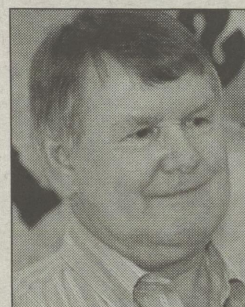
Using the new language in the law, TDU has already helped members request an unprecedented amount of information that was previously unavailable.

"Our Local 814 fund is now in the Yellow Zone," said Walter Taylor. "We're using the new information we're getting to watch our fund. We're going to hold our trustees accountable and we expect them to vote on our side."

New York Local 804 is a good example of what members can do. After the accrual was cut there in 2006, members got organized and reversed the cuts last year.

Now members are getting organized in other locals to watchdog their funds, reverse cuts, and win improvements.

We can protect our benefits and turn the tide on the corporate attack on our pensions when we're organized. Want to find out more? Contact Teamsters for a Democratic Union to find out how you can help protect your pension.



"TDU was instrumental in getting members organized to defend their pensions nationwide."

"Our union won improvements to our pensions through the 1990s, and it all started with just a few members. We can do it again."

**Tommy Burke, UPS Retiree
Local 391, Fayetteville, N.C.**

"Our Local 814 fund is now in the Yellow Zone under the new law."

"We're using the new information we're getting to watch our fund. We're going to hold our trustees accountable and we expect them to vote on our side."

**Walter Taylor, Commercial Mover
Local 814, New York**



A Workerless Warehouse?

Is a science fiction daydream about to turn into a nightmare for warehouse Teamsters?

Find out how automated warehousing could hurt Teamster jobs and our union.

Last November, Ralphs grocery announced plans to open an automated center in Paramount, Calif. by 2010.

Ralphs warned they might move Teamster work away from their existing facilities, saying: "Automated capability does improve efficiencies and requires less labor."

The new facility will be built and operated by Witron, a European firm that is already launching other automated facilities in the U.S. and Europe.

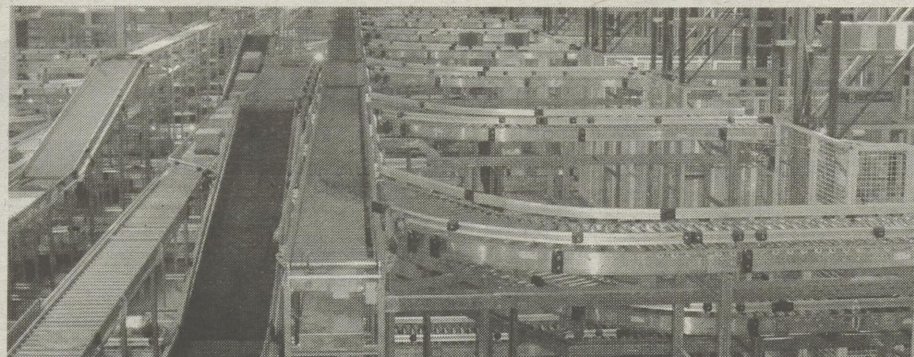
Of course, these new automated warehouses cannot totally replace humans with machines. But they do automate many traditional warehouse jobs.

Here's how selection works in one of the new facilities: Cases are kept on small metal trays, each tagged with a barcode. When an order is being picked, an overhead crane picks up the trays and moves them onto a conveyor belt.

From there, the cases go to a Case Order Machine (COM), which sorts the cases, decides the order to stack them, and puts them on a pallet.

A typical Witron COM can handle 550 cases in an hour, and build a new pallet every eight minutes. A typical Witron facility has 16 COMs putting out over 120 pallets an hour.

Workers still load and unload pallets



Warehouse employers are rolling out new automated facilities that use overhead cranes and conveyors to move cases.

from trailers. And about five percent of all goods cannot be handled by the system—requiring manual selection.

A Slow Change

Most Teamster warehouse jobs aren't in danger yet. The switch to automated warehousing will be slow, because the new technology is still very expensive.

But there's one thing we can be sure of: employers will keep trying to use new technology to reduce the number of Teamsters on the payroll.

Already many of the largest warehouses are rolling out massive new automated facilities.

A Union Plan

Our union has the right to bargain over how new technology will affect our jobs—and we need to use it.

When automated warehousing threatened jobs in Minnesota Local 120, the

local began a training program to educate stewards and members about the new facilities.

They also bargained to get job training for warehouse Teamsters to fix and maintain the complicated machinery in new facilities.

We need more of this approach: a driver training program would help displaced Teamster warehousemen find new Teamster jobs.

Our union needs a national strategy to deal with new technology at the bargaining table.

We also need more organizing. The new facilities still require people to unload the trailers. Nonunion lumpers have taken over many jobs that used to be Teamster. The International has started a program to organize those jobs.

That still leaves the hundred of thousands of nonunion workers in warehouses and retail distribution centers. Organizing those workers would give us more power to protect Teamster jobs.

What You Can Do: Working Smart

Automated warehouses may be the wave of the future, but production standards and new technology inside existing warehouses are still the main threat to our jobs and working conditions.

You can do your part to protect our jobs and standards by working smart, the union way.

Don't work off the clock: before or after your shift, or during your break.

Maintain a reasonable work pace. Follow the company's procedures and avoid short cuts that can cause speed-up and lead to unfair discipline.

Make sure all bargaining unit work is done by union members. Support our union when they try to organize nonunion warehouse workers.

Stick together and teach other members how to work smart.

Maryland Teamsters Meet and Demand Pension 'Bill of Rights'



Members Push for Pension Justice

"It's up to our union leaders to have a plan for restoring the benefits. But right now they have no plan."

**Gary Payne, UPS
Local 355, Baltimore**

"Already just a few of us have been able to get more pension info from our union than they would have ever given us on their own. Imagine what we can accomplish when more members speak out."

**Ron Reinhardt, UPS
Local 355, Baltimore**



Teamsters came from UPS, U.S. Foods, Sysco, Giant, and DHL on Sunday, June 8 to discuss the pension freeze in the Baltimore Local 355 fund.

In March, the Local 355 fund cut the annual accrual rate to zero. That means members' pensions are frozen and they are not earning any new benefits for hours worked since March 1.

At the meeting, pension attorney Ann Curry Thompson explained how the new rules in the Pension Protection Act affect the fund. Local 355 feeder driver Gary Payne talked about how members were kept in the dark while the fund's investments under-performed year after year.

With the help of TDU, members have acquired documents from January recommending the pension cut. In the document, the plan's actuary warned that "without any changes in benefits or contributions the plan is expected to be in the

'Red Zone.'"

Now the fund is in the Green Zone. But the report does not make projections on how the cuts will impact the fund—or when members' benefits will be restored.

Members are working with Thompson to request new documents projecting how the cuts will affect the benefit fund.

They're also circulating a petition demanding a Pension Bill of Rights that would guarantee:

- The right to a decent pension.
- The right to information about the fund.
- And the right to have a say when cuts are threatened.

At the end of the meeting, UPS Teamster Ron Reinhardt talked about what members can do to win benefit improvements. "We've got to talk to more members and spread the word to get this job done," Reinhardt said.

Freight Teamsters in New Era

This is going to be a year of change for freight Teamsters.

Whether we end up stronger or weaker depends on how we deal with the changes that are coming.

These changes can be summed up in terms like these: utility employees, Glen Moore line haul, and \$14 casuals.

These aren't changes we wanted, but how we deal with them as Teamsters will shape our union power and job security in the future.

As one union president said, "If the companies can't make money with all we've given up, then they sure as hell need new management."

Utility Employees

In the YRC changes of operations in May the International gave the company what they wanted. Locals that argued for some limits and job protections were shot down. Bidding is going on now and they will soon implement the new utility employee (UE) program.

"If the companies can't make money with all we've given up, then they sure as hell need new management."

ABF's change will follow. It builds on what they did earlier with Premium Service. ABF plans to submit another proposed change of operations later this year to spread the UE program to the West.

Now it's up to our locals and members

to monitor how all this is working and to enforce the contract, so we don't slip further backward. There are lots of issues that are going to emerge, in terms of protecting work and avoiding playing one local against another. We expect management to be testing us with the new operation to see how much they can get away with.

Glen Moore Pulls YRC Loads

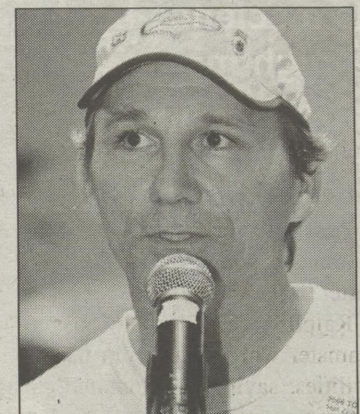
YRC is starting to utilize its nonunion truckload division, Glen Moore, to divert line haul work. Under the new contract, they can divert four percent of all road work this year and in 2009 to a designated truckload carrier (Glen Moore), which they will let the Teamsters organize, but under a cheap contract, below the NMFA. That four percent will grow to nine percent subcontracting by 2012.

YRC has already started this operation, as Teamsters west of Kansas City can tell you from seeing the Glen Moore teams pulling NMFA freight.

The IBT is supposed to check the operation monthly, using detailed company reports to enforce the contract and the four percent limit. Those reports should be made available to every affected local to help with enforcement. Bid drivers are protected for each dispatch day, and extra board drivers during the dispatch week, at the point of origin of the subcontracted loads.

"YRC has a plan for the future that goes beyond their latest change of operation. Bringing in the UE classification and \$14 part-time dockworkers means a major shift in our industry. Working Teamsters need to stay on top of these changes and hold their companies to the contract. Every member has a stake in preserving our hard-earned rights and making our union strong."

Tim Pagel, Yellow Local 988, Houston



\$14 casuals

YRC is advertising in many areas to hire \$14 dock casuals; we don't have many reports of them being used, due to the freight slowdown and layoffs at many terminals. But in the future, we can expect the company to try to extensively use labor that costs less than half of seniority Teamster labor.

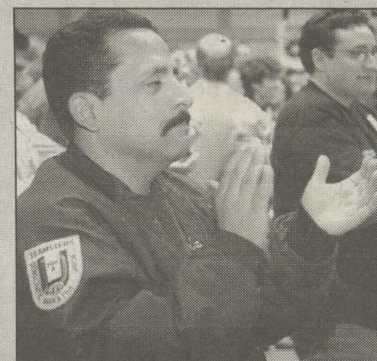
All the more important that every local strictly enforce the contract language that requires hiring when supple-

mental casuals are used over 30 shifts in a 60-day period (or whatever language the specific supplement provides).

Yellow Roadway CEO Bill Zollars stated in mid-June that the freight recession has "stabilized" and he expects to see improvement before the end of year. As freight volume increases, the new flexibility the employers have in the contract will be put into much heavier use.

We need to insist that the International and our locals police the contract, and it's up to us to start doing it in the terminals.

I'll Be There: TDU Convention Oct. 24-26, Cleveland



"I come to the TDU Convention every year to get a sneak peek at what the employers are going to throw our way—and talk with other Teamsters about what we can do to stop them."

Frank Villa, Yellow Local 63, Los Angeles

Chicago Freight Teamsters Take a Stand

Local 705 Freight Teamsters want to bargain a stronger deal than the NMFA.

By a vote of 281-15, the freight membership in Chicago Local 705 passed a strike authorization vote that gave their negotiating team a strong message to take back to the bargaining table.

The vote came in the wake of a number of bargaining sessions in April and May that led to little progress.

Prior to voting at the union hall, members received a thorough update on bargaining.

A number of Teamsters spoke from the floor stating their opposition to using the

recently ratified National Master Freight contract (NMFA) as the model for the 705 pact.

The vote was a rebuke to a recent statement made in negotiations by TMI/YRC bargaining chair, Phil Stanoch, "705 will not get anything more than what we agreed to with the National contract."

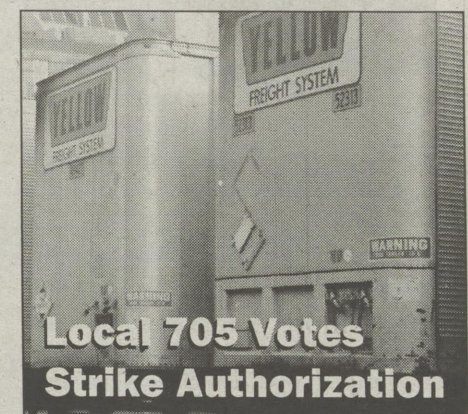
However, when bargaining came to a standstill in May, a company negotiator confirmed their proposals were not the "last, best and final offer." The strike vote

could encourage a shift in the employer bargaining positions.

Local 705 has historically bargained separate contracts and traditionally garnered some improvements over the NMFA.

Clearly, Chicago Teamsters expect more from this contract.

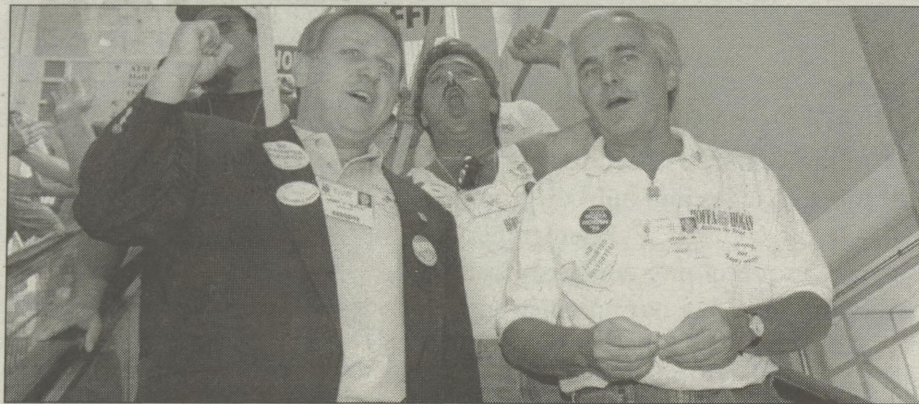
You can learn more about the contract situation and the union's demands from the Local 705 website: www.teamsterslocal705.org



Get the word out! Distribute *Convoy Dispatch*. Monthly bundles come in sizes from 10 copies (\$5/month) to 100 copies (\$14/month) or more. To order or for more information: **(313) 842-2600**.

Billy Hogan: Employer Rep

Chicago Local 714 in Trusteeship



James Hoffa and his former running-mate Billy Hogan. Hogan was removed from the IBT for signing a sweetheart deal with a family business. This year Hogan appeared as an employer representative to negotiate a contract with Local 727.

On June 9 the International Union finally followed the recommendation of the Independent Review Board (IRB) and placed Chicago Local 714 into trusteeship. The letter from James Hoffa lists a number of reasons, including job favoritism for the Hogan family, refusal to transfer assets that belong to trade show members to their new local, continued contact with banned members Billy and Robert Hogan, and refusing to cooperate in the monitoring of the local's finances.

The letter also notes that Billy Hogan, the former head of Joint Council 25 and former running mate of James Hoffa,

suddenly appeared as an employer representative to bargain a contract with Local 727.

The IRB banned Billy Hogan from the Teamsters in 2002 after he attempted to impose a sweetheart contract on Las Vegas trade show Teamsters, at a company partially owned by a member of Hogan's family.

Change Long Overdue

The trusteeship of the local is long overdue. Ed Stier, Hoffa's former point man against corruption, reported many of the same problems back in 2004. Stier resigned in disgust when Hoffa stifled his investigations into corruption in Chicago, which reached all the way to Hoffa's office, Stier reported.

The IRB recommended a trusteeship in August 2007, but Hoffa has avoided that step for the past ten months. Instead, in April the Joint Council transferred the Trade Show and Movie Teamsters to Local 727, headed by Joint Council 25 president John Coli.

Terry Hancock has been appointed the trustee. Hancock is the president of Local 731 and also draws salaries from Joint Council 25 and the International.

The local was placed into trusteeship in 1996 by Teamster president Ron Carey, for many of the same reasons. However, the Hogan family regained power afterward, when members failed to build a strong enough movement to defeat the Hogan machine in the subsequent election.

It will be up to members to avoid repeating that history.

Members Spying on Members on the Rails?

New rail safety programs threaten to turn Teamster against Teamster.

All Teamsters want to work safely, without injury. But company programs that put the blame on union members—rather than unsafe working conditions—won't make our jobs safer.

Brotherhood of Locomotive Engineers and Trainmen (BLET) members and divisions are saying no to company spy programs that don't improve our safety.

On the Union Pacific, management and some union leaders are working on a "Total Safety Culture" program.

The program sends out special Implementation-Teams ("I-Teams"),

made up of management and union reps, to observe union members on the job.

The I-Teams are not supposed to discipline workers, but the opportunities for abuse are obvious.

The observations and the resulting data are supposed to remain totally anonymous. But the UP has already started awarding prizes to the employee who agrees to be observed the most times.

Members Say No to Spying

Other divisions are not going along. In Selkirk, N.Y., CSX used informa-

tion gathered by a joint union-company safety committee to discipline members.

Members of Selkirk BLET Division 867 voted unanimously to leave the company's safety committee.

In Atlanta, Norfolk Southern asked BLET Division 316 to participate in safety audits.

While the division agreed in principle to audit unsafe infrastructure, it refused to monitor or observe union employees—a move that would have divided the union.

Railroad Workers United, a rank-and-file organization on the railroad, is organizing a nationwide campaign to educate members about the Blame the Worker safety programs, and what they can do to respond.

Contact RWU at info@railroadworkersunited.org.

Hoffa Targets Local 624 for Trusteeship

Will a corruption clean-up lead to a forced merger in California?

The Hoffa administration has targeted Santa Rosa, Calif. Local 624 for a potential trusteeship. A trusteeship hearing was held on June 3 on charges of financial misconduct. But some Teamsters are asking if the real goal of a trusteeship is a forced merger of Local 624.

Former Secretary-Treasurer Bob Carr resigned after it came to light that his daughter, a clerical employee at the local, embezzled more than \$8,000 in union funds to pay off personal credit card debt. The misappropriated funds were paid back to the local.

The trusteeship hearing focused on this issue as well as allegations that local union officials regularly used the union credit card to pay for lunches that were unrelated to union business and that cler-

ical employees claimed excessive overtime.

Local 624 officers say that the meal expenses were for union business and the current Executive Board played no role in misuse of the union's funds.

Merger Target

Local 624 has been the target of a proposed merger with Local 315 in Martinez, Calif. and Local 490 in Vallejo, Calif.

Local 624 officers rejected the proposal. That's when International Rep Steve Mack threatened Local 624 with trusteeship.

The three-way merger between locals 624, 315, and 490 is one of several mergers that have been promoted in Northern

California by Mack and other Hoffa administration regional power brokers.

Mack's own local recently merged with Local 853 which is headed by his brother-in-law Rome Aloise. The locals had already been through a combined 15 mergers! The new Local 853 now has 12,000 members spread out over a large stretch of Northern California.

Many members and officers have expressed concern over this trend toward mega-mergers and what they mean for local union autonomy and the ability of working Teamsters to meaningfully participate in their locals.

Fighting Corruption, Protecting Democracy

Teamsters for a Democratic Union championed the right of members to vote on local union mergers—and we won that right at the 2001 Teamster Convention.

The Teamster Constitution states that

before a local union can be merged, the merger must be approved by a vote of both the local union executive board and the membership of the local union to be merged (Article IX, Section 11).

The Hoffa administration needs to respect this right at Local 624—and beyond.

The financial improprieties at Local 624 need to be cleaned up and prevented from ever reoccurring. The local's treasury belongs to the membership. It's not a piggy bank for local officials or union staff.

But a corruption clean-up will not have credibility if it is seen as a cover for forcing through an unpopular local union merger.

Local 624 members need to hold Hoffa accountable to the Teamster Constitution and make sure that with or without trusteeship, there will be no merger of their local union without a vote of the membership.

A Strong Union Involves Everyone

African American Teamsters Push for Leadership Opportunities

Hundreds of thousands of Teamsters are African American.

But you wouldn't know it from looking at the Teamsters General Executive Board. Out of 26 voting members, only one is Black.

"We need a union leadership that looks like our membership," says Willie Hardy, a retiree and long-time Teamster and community leader in Memphis Local 667.

"Our top leadership is less diverse than the boards of many of the companies we fight against."

Black Teamsters have been working for decades to win more representation for African Americans in leadership at all levels of our union. Their work has built our union's power for everyone.

More progress needs to be made if we're going to build a union that taps the leadership skills of all of our members.

Teamsters National Black Caucus

At the 1971 Teamster Convention in Miami, Black officers and union representatives decided to do something about the lack of representation in the union's top spots. Back then, there were no African Americans on the General Executive Board.

Black Teamsters were also angry that organizer jobs at the International were off-limits to African-Americans.

This group of local officers and representatives gave birth to the Teamster National Black Caucus.

In 1976, Black Teamsters won a victory at the next convention, when John Cleveland, the head of Washington, D.C. Local 730, became the first African American added to the union's executive board.

A strong union involves everyone. It's up to all of us to make it happen.

But even that victory was bittersweet, recalled Ed Kornegay, the late head of Local 922 in D.C.

Frank Fitzsimmons, Teamster General President at the time, kept the appointment secret from Cleveland until he announced it on the floor of the convention. "Otherwise," Kornegay remem-

bered, "we would have had time to make sure family and supporters were in the hall and could celebrate this historic moment."

The National Black Caucus will hold its next meeting on Aug. 18-24 in St. Louis.

More Progress Needed

Cleveland and other TNBC pioneers helped make our union stronger and more inclusive. But there's more work needed.

Latinos and women make up a growing section of our union. But there's only one woman with a vote on the GEB—and no Latinos. (One other woman and a Latino hold non-voting trustee positions).

Our International Union created a Human Rights Commission under the slogan, "A Strong Union Involves Everyone." But actions speak louder than words.

Last year, our union had an opportunity to increase representation on the GEB, when Frank Gillen was removed as an International Vice President.

The General Executive Board filled the vacancy with Bill Hamilton—ignor-

We Need Change from the Bottom to the Top

"We need change in our union at all levels. It starts with educating members to enforce our contracts and recruiting members to run for steward. That's what I try to do in my local."

Toni Jackson, UPS Local 667, Memphis



ing the many qualified Black, Latino and women leaders in our union. Out of 26 voting members on the General Executive Board, 24 are white men.

"The lack of representation sends a message to employers that they can treat members as second-class citizens," says Michael Savvoir, a UPS feeder driver in Kansas City Local 41. "We've got to send a different message."

New Leaders

"We need change in our union at all levels," says Toni Jackson, a UPS Teamster in Memphis Local 667. "It starts with educating members to enforce our contracts and recruiting members to run for steward. That's what I try to do in my local."

In 2006, Jackson took her long experience as a steward to the next level, when she ran for Southern Region Vice President on the Tom Leedham Strong Contracts, Good Pensions Slate. She narrowly lost.

More Black Teamsters are taking up the challenge by becoming leaders at the local level—as officers, stewards, and active members.

"The fact that only one African American is on this board is sad. We have hundreds of thousands of African Americans who pay dues," says Nichele Fulmore, a steward in North Carolina Local 391. "It's up to us to change our union. Those of us who are active in the union have to motivate other members to get involved."

"TDU has been training Teamster members for 32 years on how to get more involved in our union," says Willie Hardy. "We give members the tools they need to deal with grievances, win strong contracts, or run for local union office."

A strong union involves everyone. And it's up to all of us to make it happen.

Black Teamsters will have a special meeting at the upcoming Teamsters for a Democratic Union Convention, Oct. 24-26 in Cleveland.

Attend the 2008 TDU Convention

Oct. 24-26, 2008

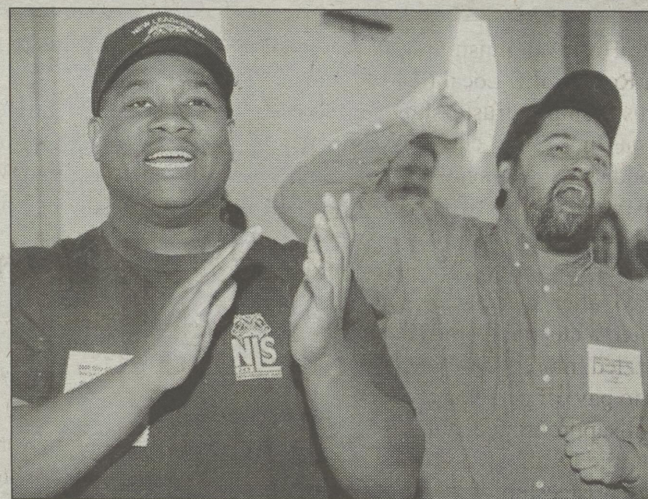
Cleveland Airport Sheraton

Are you concerned about our union's future and ready to get involved to make a difference? The TDU Convention is the place for you.

Workshops led by Teamster leaders & experts on Investigating Grievances ♦ Legal Rights ♦ Winning Strong Contracts ♦ Running for Office ♦ Defending Our Pensions and much more...

Special meetings for UPS, freight, DHL, waste, UPS Freight, movers, ready-mix, African American, Latino, and women Teamsters.

Register today. Call TDU at (313) 842-2600 or go to www.tdu.org/convention.



TDU Members' Proud Record: What We've Won

Since 1976, Teamsters for a Democratic Union has brought together members who want to build a stronger union.

By getting organized and sticking to our principles, we've made our union stronger for all members. Here's what we've done:

A More Democratic Union



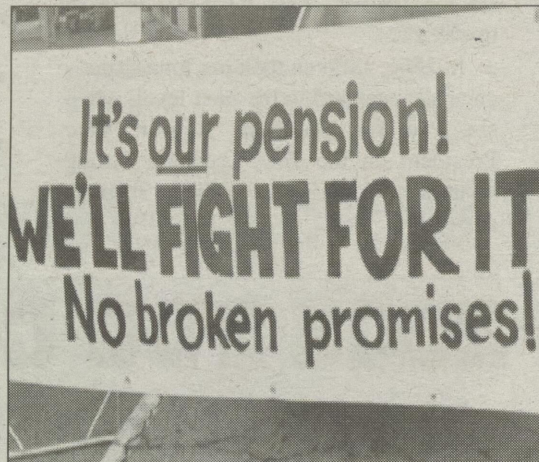
At the 1986 Teamster Convention, TDU members delivered over 100,000 signatures demanding the Right to Vote. Back then members had no vote for our union's top officers.

TDU won the Right to Vote for General President in 1989, and majority rule on our contracts in 1987. And we're there as a watchdog today, making sure all Teamsters can cast an informed vote.

Defending Pensions & Benefits

In the 1990s, TDU led the movement that won 25-and-out benefits, and today TDU is the leading force defending our pensions from attacks by employers and union officials who won't stand up to them.

TDU members built a movement that improved unfair "reemployment" rules in the Central States. We helped reverse pension cuts and preserve 25-and-out in Local 804. Our pension workshops train members to protect their pensions.



Rebuilding Our Union's Power



Rebuilding Teamster Power starts with educating members and getting them involved.

TDU has been doing that for over 30 years at our annual Convention, with workshops, and our books and *Convoy*.

With those tools, working Teamsters are winning strong contracts, putting teeth back into the grievance procedure, and taking back their locals.

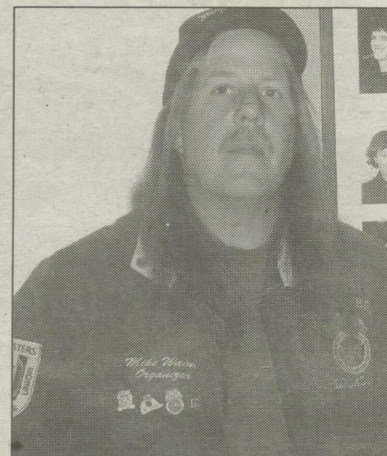
TDU Gets Results

"Before I joined TDU, I thought we always had the Right to Vote. Then I found out that we won the Right to Vote because TDU members worked for years to get it.

"I joined TDU because the Teamsters I respected the most were already members. The more I learned about it, the more I realized that this is the direction I want to take our union in. I'm proud of what we've accomplished.

"I've been a member now for a few years, and the advice of other TDU members has helped me deal with difficult situations—and get results. We need more of that in our union. I hope you'll join TDU today."

**Mike Waine, Waste Management
Local 174, Seattle**



Support the movement that's delivered positive results for working Teamsters for over 30 years. Join TDU today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐

Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.